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Human resources management

Employment of retirees

Report of the Secretary-General

Addendum

1. The present addendum provides, pursuant to paragraph 6 of document A/53/526, comparable data for the year 1995 on the employment of retirees in the United Nations Secretariat. The format of the statistical tables for 1995 is identical to that of the tables contained in the annex to document A/53/526.

2. The statistical data in the annex show that 351 separate engagements and reappointments for 227 retirees took place during the year 1995. Of this total, 54 per cent of engagements were for retirees in the Professional and higher categories and 10 per cent for retirees in the Field Service and General Service categories. Thirty-five per cent of engagements of retirees were by the modality of a special service agreement, covering both consultants and individual contractors. Fifty-three per cent of engagements were on a short-term basis. Table 1 shows the use of retirees by the type of engagement and table 2 shows a breakdown by category for 1995.

3. As indicated in table 3 in the annex to the present report, within the breakdown of the use of retirees by department or office, language services in the Office of Conference and Support Services in the Department of Administration and Management accounted for 117 engagements in 1995 (50 per cent of the total) and $3.1 million. Looking at the use of retirees by nationality and gender (table 4), 53 engagements were by nationals of the United States of America (23 per cent), 32 by nationals of France (14 per cent), 19 by nationals of the United Kingdom of Great Britain and Northern Ireland (8 per cent) and 18 by nationals of Chile (8 per cent). Nationals of 46 countries were engaged as retirees, but ten countries accounted for 75 per cent of all engagements. Thirty-nine per cent of retirees engaged in 1995 were female.

4. Three main groups of functions carried out by retirees can be distinguished (table 5). Fifty-five per cent of engagements were for language services, in particular for revisers. Twenty-one per cent of engagements were for administrative functions and 22 per cent for

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political, economic, social, environmental, humanitarian, advisory and technical assistance functions.

5. The largest percentage of retirees engaged in 1995 was in the 60 to 65 year age group (54 per cent), as set out in table 6. A further 27 per cent were in the 65 to 70 year age group.

6. The total cost of fees and salaries for the use of retirees in 1995 was $4.5 million, of which language services accounted for $3.1 million, or 69 per cent. Table 7 provides detailed information on the use of retirees in 1995 by department or office and by engagement.

Annex

Statistical tables: use of retirees, 1995

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Explanatory notes:

1. All data on the number of days of service in the tables have been rounded to the nearest 10 days. All data on fees and salaries have been rounded to the nearest thousand United States dollars, except in the detailed report (table 7), which presents exact amounts.

2. The baseline used in the report is 227 individual retirees employed in 1995, for a total of 351 engagements and a total of 21,070 days of service, at a cost of US$ 4.475 million.

3. The database records individual engagements in each year of the reporting period. Differences in the number of persons engaged that appear in the totals of the tables are the result of the variable count of the engagements against different parameters. For instance, the number of 238 persons engaged in table 5 is higher than the baseline of 227 because 11 retirees have been engaged for more than one activity over the biennium. Similarly, the number of engagements by department may exceed the baseline because some retirees have been employed in more than one department during the reporting period. Only the count by nationality in table 4 corresponds to the baseline, since none of the retirees engaged in 1995 changed nationality during that year.

The following abbreviations have been used in the tables:

DDSMS	Department for Development Support and Management Services
DESA	Department of Economic and Social Affairs
DESIPA	Department for Economic and Social Information and Policy Analysis
DGAACS	Department of General Assembly Affairs and Conference Services
DM	Department of Administration and Management
DM/OCSS	Office of Conference and Support Services
DM/OHRM	Office of Human Resources Management
DM/OPPBA	Office of Programme Planning, Budget and Accounts
DPA	Department of Political Affairs
DPCSD	Department for Policy Coordination and Sustainable Development
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD	Special missions
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
HC/CHR	Office of the United Nations High Commissioner for Human Rights/Centre for Human Rights
ICSC	Secretariat of the International Civil Service Commission
ICTFY	International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Law Committed in the Territory of the Former Yugoslavia since 1991
ICTR	International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994
INSTRAW	International Research and Training Institute for the Advancement of Women
ITC	International Trade Centre UNCTAD/World Trade Organization
LD	Limited duration
OCHA	Office for the Coordination of Humanitarian Affairs
OLA	Office of Legal Affairs
UNCHS	United Nations Centre for Human Settlements (Habitat)
UNCTAD	United Nations Conference on Trade and Development

UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna

TABLE 1. USE OF RETIREES BY TYPE OF ENGAGEMENT, 1995 [a]

Type of Engagement	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
Short-term appointment	130	11,630	2,774
"When actually employed" appointment	26	2,960	933
Fixed-term appointment	8	970	192
Special Service Agreement (SSA) for consultant	60	4,710	498
SSA for individual contractor	23	800	78
Limited duration appointment	0	0	0
TOTAL	***247***	***21,070***	***4,475***

[a] *The difference between the total for 1995 (247) and the baseline of 227 retirees results from the fact that 20 persons had multiple engagements.*

TABLE 2. USE OF RETIREES BY CATEGORY OF ENGAGEMENT, 1995 [a]

Category of Engagement	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
Professional and Director categories	124	13,140	3,541
Special Service Agreement (SSA)	81	5,510	576
Field Service and General Service category	24	2,130	228
Assistant and Under-Secretaries General	1	290	130
TOTAL	***230***	***21,070***	***4,475***

[a] *The difference between the total for 1995 (230) and the baseline of 227 retirees results from the fact that 3 persons were engaged in more than one category.*

TABLE 3. USE OF RETIREES BY DEPARTMENT OR OFFICE, 1995[a]

Department/Office	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
DM/OCSS	117	12,030	3,132
UNOG	...	...	...
DGAACS	Not Applicable	Not Applicable	Not Applicable
ECLAC	23	1,500	105
EOSG	0	0	0
DPKO/FALD	...	...	...
DDSMS	1	90	26
ECE	2	270	6
DPI	14	1,060	177
UNOV	12	610	101
UNCTAD	8	920	87
ITC	0	0	0
OCHA	1	170	20
ESCAP	9	810	72
DM	6	440	113
DM/OPPBA	3	440	93
DM/OHRM	7	750	133
DPCSD	3	160	30
OLA	1	40	5
ICSC	2	40	18
UNON	5	140	48
HC/CHR	...	...	...
ECA	2	270	7
ESCWA	1	180	6
UNJSPF			
DESIPA	0	0	0
ICTFY	1	20	1
UNFCCC	0	0	0
UNCHS	0	0	0
DPKO	3	250	54
DESA	9	560	104
INSTRAW	...	...	...
DPA	2	320	137
TOTAL	***232***	***21,070***	***4,475***

[a] *The difference between the total for 1995 (232) and the baseline of 227 retirees results from the engagement of 5 retirees by more than one department or office during the biennium.*

TABLE 4. USE OF RETIREES BY NATIONALITY AND GENDER, 1995 [a]

Nationality	*Number of persons engaged*	*Percent female*	*Total of days worked*	*Total fees or salaries ($000)*
United States of America	53	43%	5,010	1,128
France	32	66%	3,500	871
Egypt	15	33%	1,160	340
United Kingdom	19	47%	1,830	381
Argentina	10	20%	740	183
Chile	18	50%	1,810	218
China	8	25%	620	163
India	1	0%	130	27
Spain	8	25%	760	180
Iran (Islamic Republic of)	0	N/A	0	0
Mexico	2	0%	410	119
Israel	2	50%	230	74
Switzerland	0	N/A	0	0
Canada	6	50%	460	69
Colombia	4	50%	290	36
Iraq	2	0%	260	27
Italy	2	0%	120	25
Syrian Arab Republic	2	0%	140	38
Peru	1	100%	170	46
Guyana	1	100%	100	11
Jordan	0	N/A	0	0
Ireland	0	N/A	0	0
Germany	1	0%	20	7
Ecuador	1	0%	0	2
Indonesia	0	N/A	0	0
Benin	1	0%	100	24
Sri Lanka	2	0%	230	63
Belgium	1	0%	140	38
Mauritius	0	N/A	0	0
Jamaica	1	100%	20	4
Uruguay	5	20%	130	24
Ethiopia	0	N/A	0	0
Chad	0	N/A	0	0
Japan	2	0%	300	24
Czech Republic	0	N/A	0	0
Denmark	1	0%	10	2
Russian Federation	0	N/A	0	0

Nationality	Number of persons engaged	Percent female	Total of days worked	Total fees or salaries ($000)
Thailand	0	N/A	0	0
Hungary	0	N/A	0	0
Sudan	0	N/A	0	0
Philippines	2	50%	130	8
Republic of Korea	1	100%	100	10
Poland	1	100%	40	4
Cuba	0	N/A	0	0
Algeria	1	0%	50	15
Cyprus	0	N/A	0	0
Nepal	0	N/A	0	0
Panama	1	0%	90	11
Greece	0	N/A	0	0
Stateless	1	0%	90	25
Netherlands	0	N/A	0	0
New Zealand	0	N/A	0	0
Australia	1	100%	70	2
Uganda	0	N/A	0	0
Bolivia	0	N/A	0	0
Sweden	2	50%	150	3
Turkey	0	N/A	0	0
Brazil *	1	0%	290	130
Singapore *	1	0%	150	40
Lebanon *	1	0%	90	20
Morocco *	1	0%	270	12
Pakistan *	1	0%	80	8
Congo *	1	0%	60	4
Yugoslavia *	1	0%	120	4
Zaire *	1	0%	210	3
Mali *	1	0%	80	3
Croatia *	1	100%	20	1
Austria *	1	0%	150	0
Unspecified	5	0%	140	48
TOTAL	**227**	**39%**	**21,070**	**4,475**

[a] *The 11 countries at the end of the list, marked with an asterisk, were not represented in the engagement of retirees in the 1996-1997 biennium*

TABLE 5. USE OF RETIREES BY FUNCTION, 1995 a

	Function	Number of persons engaged	Total of days worked	Total fees or salaries ($000)
Language Related Services	Reviser	50	5,540	1,515
	Interpreter	31	2,880	948
	Translator	10	910	239
	Verbatim Reporter	5	620	132
	Editor	10	660	96
	Editorial Clerk	8	650	57
	Librarian	2	250	42
	Information Officer	3	170	38
	Proofreader	1	120	25
	Press Officer	2	100	23
	Radio Producer	1	90	23
	Language Reference Clerk	1	100	16
	Senior Assistant to the Executive Director	1	60	13
	Editorial Assistant	2	100	12
	Education Clerk	1	50	12
	Proofreading Clerk	1	100	10
	Language Reference Assistant	1	90	10
	Meeting Services Assistant	1	70	10
	Language Teacher	1	50	2
	SUBTOTAL	**132**	**12,610**	**3,223**
Political, Economic, Social, Environmental, Humanitarian, Advisory and Technical Assistance Services	Special Envoy of the Secretary-General	1	290	130
	Adviser	11	980	130
	Expert	15	1,150	77
	Principal Officer	1	90	26
	Senior Technical Adviser	1	170	20
	Information Officer	4	120	17
	Legal Adviser	1	20	11
	Senior Officer	1	30	9
	Energy Adviser	1	30	9
	Other	17	750	149
	SUBTOTAL	**53**	**3,630**	**578**

	Function	Number of persons engaged	Total of days worked	Total fees or salaries ($000)
Administrative Services	First Officer	2	360	90
	Senior Officer	2	210	59
	Adviser	1	180	59
	Secretary	3	250	41
	Finance Officer	1	150	38
	Administrative Officer	2	180	38
	Training Assistant	1	310	34
	Recruitment and Placement Officer	2	150	29
	Assembly and Binding Equipment Operator	2	180	22
	Second Officer	1	90	18
	Accounting Assistant	1	140	15
	Financial Advisor	2	170	14
	Clerk	3	170	13
	Clerk-Reader	2	110	12
	Printing Press Operator	1	100	11
	Teletype Operator	1	100	11
	Documents Clerk	1	100	10
	Nurse	3	80	9
	Budget Officer	1	30	8
	Programme Assistant	1	70	8
	General Services Assistant	3	100	7
	Other	15	1,520	112
	SUBTOTAL	**51**	**4,750**	**658**
Other Services	Second Officer	1	60	12
	Secretary of the Panel	1	20	4
	SUBTOTAL	**2**	**80**	**16**
	GRAND TOTAL	**238**	**21,070**	**4,475**

[a] *The total for the number of persons engaged in 1995 (238) differs from the baseline of 227 retirees because 11 persons were engaged for more than one function*

TABLE 6. USE OF RETIREES BY AGE GROUP, 1995 [a]

Age Group	Number of persons engaged	Total of days worked	Total fees or salaries ($000)
55 to 60	4	200	27
60 to 65	126	12,330	2,610
65 to 70	64	5,080	978
70 to 75	31	2,900	721
75 to 80	7	400	115
Age not available	2	160	24
TOTAL	**234**	**21,070**	**4,475**

[a] *The total for the number of persons engaged in 1995 (234) differs from the baseline of 227 retirees because 7 persons engaged moved from one age group to the next during 1995*

TABLE 7. USE OF RETIREES BY DEPARTMENT OR OFFICE AND BY ENGAGEMENT, 1995

Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Or Grade
Department/Office: DDSMS		**Number of engagements: 1**			**Number of retirees: 1**	
Israel	M	01-Jun-95	31-Aug-95	Short-Term	Principal Officer	P-5
Department/Office: DESA		**Number of engagements: 9**			**Number of retirees: 9**	
Egypt	M	16-Jan-95	15-Mar-95	Indiv. Contractor	Adviser	12,00
Lebanon	M	03-Jan-95	31-Mar-95	Consultant	Adviser	19,50
Mali	M	30-Mar-95	30-Jun-95	Indiv. Contractor	Financial Advisor	2,50
United Kingdom	M	08-May-95	29-Sep-95	Indiv. Contractor	Financial Advisor	12,00
United States of America	M	10-Jan-95	31-Mar-95	Indiv. Contractor	Adviser	25,00
United States of America	M	23-Jan-95	22-Feb-95	Indiv. Contractor	EnergyAdvisor	8,50
United States of America	F	20-Feb-95	29-Sep-95	Indiv. Contractor	Adviser	8,00
United States of America	F	01-Mar-95	30-Apr-95	Indiv. Contractor	Adviser	5,00
United States of America	M	01-Apr-95	31-May-95	Indiv. Contractor	Adviser	11,90
Department/Office: DM		**Number of engagements: 6**			**Number of retirees: 6**	
France	M	1-Jan-95	30-Jun-95	When Act. Empl.	Secretary	P-3
Italy	M	26-Oct-95	31-Oct-95	Indiv. Contractor	Other	1,3
Spain	M	27-Apr-95	3-Jun-95	Consultant	Other	10,0
Sri Lanka	M	5-Dec-95	4-Jun-96	Fixed-Term	Adviser	D-2
United Kingdom	M	24-Jul-95	25-Aug-95	Fixed-Term	Budget Officer	P-4
United Kingdom	M	5-Dec-95	31-Dec-95	Consultant	Other	4
Department/Office: DM/OCSS		**Number of engagements: 187**			**Number of retirees: 117**	
Algeria	M	6-Nov-95	29-Dec-95	Short-Term	Reviser	R-3
Argentina	M	16-Jan-95	24-Mar-95	Short-Term	Reviser	R-2
Argentina	M	25-Feb-95	18-Aug-95	Short-Term	Reviser	R-3
Argentina	F	27-Feb-95	26-Aug-95	When Act. Empl.	Interpreter	I-1
Argentina	M	27-Mar-95	11-Sep-95	When Act. Empl.	Interpreter	I-1
Argentina	M	6-May-95	13-May-95	Short-Term	Reviser	R-3
Argentina	M	6-May-95	13-May-95	Short-Term	Verbatim Reporter	T-3
Argentina	M	5-Jul-95	22-Sep-95	Short-Term	Translator	R-3
Argentina	M	23-Sep-95	22-Dec-95	Short-Term	Reviser	R-3
Argentina	M	23-Sep-95	22-Dec-95	Short-Term	Verbatim Reporter	T-3
Argentina	F	21-Dec-95	22-Dec-95	Short-Term	Interpreter	I-1
Argentina	M	21-Dec-95	22-Dec-95	Short-Term	Interpreter	I-1
Belgium	M	5-Mar-95	12-May-95	Short-Term	Reviser	R-3
Belgium	M	4-Sep-95	10-Nov-95	Short-Term	Reviser	R-3
Canada	M	26-Feb-95	17-Mar-95	Short-Term	Interpreter	I-1
Canada	F	16-Apr-95	12-May-95	Short-Term	Editorial Clerk	CTB

Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Or Grade
Canada	F	17-Apr-95	12-May-95	Short-Term	Editorial Clerk	CTC
Canada	F	10-Jul-95	9-Oct-95	Short-Term	Administrative Officer	P-3
Canada	M	4-Sep-95	15-Sep-95	Short-Term	Interpreter	I-1
Canada	F	1-Oct-95	22-Dec-95	Short-Term	Editorial Clerk	CTB
Canada	F	2-Oct-95	22-Dec-95	Short-Term	Editorial Clerk	CTC
Chile	F	29-May-95	18-Aug-95	Short-Term	Translator	T-4
Chile	F	23-Sep-95	15-Dec-95	Short-Term	Translator	T-4
Chile	F	14-Oct-95	29-Mar-96	Short-Term	Reviser	R-3
China	M	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
China	M	6-Feb-95	5-Aug-95	When Act. Empl.	Interpreter	I-1
China	M	27-Apr-95	19-May-95	Short-Term	Reviser	R-3
China	F	1-May-95	16-Jun-95	Short-Term	Reviser	R-3
China	F	13-May-95	2-Jun-95	Short-Term	Interpreter	I-1
China	M	17-Jul-95	15-Sep-95	Short-Term	Translator	R-3
China	M	14-Aug-95	29-Dec-95	Short-Term	Reviser	R-3
China	M	21-Aug-95	29-Dec-95	Short-Term	Translator	R-3
China	F	1-Sep-95	15-Sep-95	Short-Term	Interpreter	I-1
China	F	11-Sep-95	29-Sep-95	Short-Term	Reviser	R-3
China	M	2-Oct-95	22-Dec-95	Short-Term	Editorial Assistant	G-5
Colombia	M	7-Aug-95	11-Aug-95	Short-Term	Interpreter	I-1
Colombia	M	21-Aug-95	1-Sep-95	Short-Term	Interpreter	I-1
Colombia	M	11-Sep-95	15-Sep-95	Short-Term	Interpreter	I-1
Colombia	M	19-Sep-95	22-Dec-95	Short-Term	Clerk	G-4
Colombia	M	25-Sep-95	29-Sep-95	Short-Term	Interpreter	I-1
Colombia	F	2-Oct-95	22-Dec-95	Short-Term	Editorial Clerk	CTC
Colombia	M	30-Oct-95	8-Dec-95	Short-Term	Interpreter	I-1
Egypt	F	15-Jan-95	27-Jan-95	Short-Term	Interpreter	I-1
Egypt	M	15-Jan-95	24-Feb-95	Short-Term	Interpreter	I-1
Egypt	F	15-Jan-95	26-May-95	When Act. Empl.	Interpreter	I-1
Egypt	F	26-Feb-95	24-Mar-95	Short-Term	Interpreter	I-1
Egypt	M	1-Mar-95	30-Apr-95	Short-Term	Verbatim Reporter	T-3
Egypt	M	16-Mar-95	15-May-95	Short-Term	Translator	T-4
Egypt	M	26-Mar-95	28-Apr-95	Short-Term	Interpreter	I-1
Egypt	F	9-Apr-95	21-Apr-95	Short-Term	Interpreter	I-1
Egypt	F	24-Apr-95	31-May-95	Short-Term	Reviser	R-3
Egypt	M	3-Jun-95	2-Jul-95	Short-Term	Translator	T-4
Egypt	F	5-Jul-95	4-Sep-95	Short-Term	Translator	T-4
Egypt	M	14-Aug-95	1-Sep-95	Short-Term	Reviser	R-3
Egypt	M	3-Sep-95	3-Nov-95	Short-Term	Reviser	R-3
Egypt	F	5-Sep-95	10-Nov-95	Short-Term	Reviser	R-3
Egypt	M	11-Sep-95	8-Dec-95	Short-Term	Reviser	R-3
Egypt	M	24-Sep-95	10-Nov-95	Short-Term	Verbatim Reporter	T-3
Egypt	F	7-Oct-95	1-Dec-95	Short-Term	Translator	R-3

	Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pa Gr
	Egypt	F	8-Oct-95	15-Dec-95	Short-Term	Interpreter	I-1
	Egypt	M	4-Nov-95	29-Dec-95	Short-Term	Reviser	R-3
	Egypt	M	6-Nov-95	29-Dec-95	Short-Term	Reviser	R-3
	Egypt	M	12-Nov-95	22-Dec-95	Short-Term	Reviser	R-3
	Egypt	F	11-Dec-95	19-Jan-96	Short-Term	Reviser	R-3
	Egypt	F	11-Dec-95	10-Feb-96	Short-Term	Translator	T-4
	France	F	9-Jan-95	8-Jul-95	When Act. Empl.	Interpreter	I-1
	France	F	18-Jan-95	28-Feb-95	Short-Term	Editor	T-3
	France	F	29-Jan-95	7-Apr-95	Short-Term	Reviser	R-3
	France	M	6-Feb-95	7-Apr-95	Short-Term	Reviser	R-2
	France	M	15-Feb-95	14-Jun-95	Short-Term	Proofreader	P-3
	France	F	20-Feb-95	28-Apr-95	Short-Term	Reviser	R-3
	France	M	22-Feb-95	21-Aug-95	When Act. Empl.	Interpreter	I-1
	France	M	12-Mar-95	26-May-95	Short-Term	Reviser	R-3
	France	F	13-Mar-95	16-Jun-95	Short-Term	Reviser	R-3
	France	M	19-Mar-95	19-May-95	Short-Term	Reviser	R-3
	France	F	19-Mar-95	7-Jul-95	Short-Term	Reviser	R-3
	France	F	26-Mar-95	9-Jun-95	Short-Term	Reviser	R-3
	France	F	23-Apr-95	5-May-95	Short-Term	Interpreter	I-1
	France	M	23-Apr-95	19-May-95	Short-Term	Reviser	R-3
	France	F	30-Apr-95	30-Jun-95	Short-Term	Reviser	R-3
	France	F	30-Apr-95	14-Jul-95	Short-Term	Reviser	R-3
	France	F	1-May-95	2-Jun-95	Short-Term	Reviser	R-3
	France	F	7-May-95	13-May-95	Short-Term	Reviser	R-2
	France	M	7-May-95	7-Jul-95	Short-Term	Reviser	R-3
	France	M	8-May-95	9-Jun-95	Short-Term	Interpreter	I-1
	France	F	8-May-95	14-Jul-95	Short-Term	Reviser	R-3
	France	F	13-Aug-95	22-Dec-95	Short-Term	Reviser	R-2
	France	F	14-Aug-95	29-Sep-95	Short-Term	Reviser	R-3
	France	M	28-Aug-95	6-Oct-95	Short-Term	Interpreter	I-1
	France	M	28-Aug-95	3-Nov-95	Short-Term	Reviser	R-2
	France	F	28-Aug-95	17-Nov-95	Short-Term	Reviser	R-3
	France	F	10-Sep-95	24-Nov-95	Short-Term	Reviser	R-3
	France	M	17-Sep-95	24-Nov-95	Short-Term	Reviser	R-3
	France	F	18-Sep-95	15-Dec-95	Short-Term	Interpreter	I-1
	France	F	24-Sep-95	22-Dec-95	Short-Term	Reviser	R-3
	France	F	25-Sep-95	17-Nov-95	Short-Term	Interpreter	I-1
	France	F	1-Oct-95	15-Dec-95	Short-Term	Reviser	R-3
	France	F	2-Oct-95	22-Dec-95	Short-Term	Editorial Clerk	G-5
	France	F	8-Oct-95	22-Dec-95	Short-Term	Reviser	R-3
	France	M	8-Oct-95	22-Dec-95	Short-Term	Translator	R-3
	France	F	15-Oct-95	15-Dec-95	Short-Term	Reviser	R-3
	France	F	30-Oct-95	17-Nov-95	Short-Term	Interpreter	I-1

Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Or Grade
Guyana	F	14-Sep-95	20-Dec-95	Fixed-Term	Teletype Operator	G-4
Iraq	M	25-Sep-95	8-Dec-95	Short-Term	Reviser	R-3
Israel	F	12-Jan-95	11-Jul-95	When Act. Empl.	Interpreter	I-1
Israel	F	20-Nov-95	15-Dec-95	Short-Term	Interpreter	I-1
Mexico	M	22-Feb-95	21-Aug-95	When Act. Empl.	Reviser	R-2
Mexico	M	26-Feb-95	25-Aug-95	When Act. Empl.	Interpreter	I-1
Mexico	M	7-May-95	13-May-95	Short-Term	Reviser	R-2
Mexico	M	4-Sep-95	22-Dec-95	Short-Term	Reviser	R-3
Panama	M	19-Sep-95	22-Dec-95	Short-Term	Assembly and Binding Equipment Operator	TC3
Peru	F	14-Oct-95	29-Mar-96	Short-Term	Reviser	R-3
Spain	F	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
Spain	M	23-Jan-95	22-Jul-95	When Act. Empl.	Interpreter	I-1
Spain	M	27-Feb-95	17-Mar-95	Short-Term	Meeting Services Assistant	G-7
Spain	M	26-Mar-95	16-Jun-95	Short-Term	Reviser	R-3
Spain	F	7-May-95	13-May-95	Short-Term	Reviser	R-1
Spain	M	23-Jul-95	4-Aug-95	Short-Term	Interpreter	I-1
Spain	M	31-Jul-95	15-Sep-95	Short-Term	Meeting Services Assistant	G-7
Spain	F	31-Jul-95	30-Nov-95	Short-Term	Reviser	R-1
Spain	M	2-Oct-95	6-Oct-95	Short-Term	Interpreter	I-1
Spain	M	16-Oct-95	15-Dec-95	Short-Term	Interpreter	I-1
Stateless	M	11-Sep-95	8-Dec-95	Short-Term	Reviser	R-3
Syrian Arab Republic	M	25-Sep-95	8-Dec-95	Short-Term	Reviser	R-3
Syrian Arab Republic	M	14-Oct-95	15-Dec-95	Short-Term	Reviser	R-3
United Kingdom	F	5-Jan-95	4-Jul-95	When Act. Empl.	Verbatim Reporter	T-2
United Kingdom	M	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
United Kingdom	M	27-Feb-95	17-Mar-95	Short-Term	Reviser	R-3
United Kingdom	F	13-Mar-95	21-Apr-95	Short-Term	Reviser	R-3
United Kingdom	M	17-Apr-95	5-May-95	Short-Term	Reviser	R-3
United Kingdom	F	30-May-95	30-Jun-95	Short-Term	Reviser	R-3
United Kingdom	M	31-Jul-95	18-Aug-95	Short-Term	Reviser	R-3
United Kingdom	F	14-Aug-95	1-Sep-95	Short-Term	Reviser	R-3
United Kingdom	F	19-Sep-95	22-Dec-95	Short-Term	Verbatim Reporter	T-2
United Kingdom	F	22-Sep-95	6-Dec-95	Short-Term	Editor	P-4
United Kingdom	F	2-Oct-95	8-Dec-95	Short-Term	Reviser	R-3
United Kingdom	M	2-Oct-95	8-Dec-95	Short-Term	Reviser	R-3
United Kingdom	M	2-Oct-95	15-Dec-95	Short-Term	Interpreter	I-1
United Kingdom	M	22-Oct-95	8-Dec-95	Short-Term	Reviser	R-3
United Kingdom	M	22-Dec-95	22-Dec-95	Short-Term	Interpreter	I-1
United States of America	F	4-Jan-95	3-Jul-95	When Act. Empl.	Reviser	R-3
United States of America	M	9-Jan-95	8-Jul-95	When Act. Empl.	Interpreter	I-1

	Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pa G
	United States of America	F	13-Jan-95	31-Jan-95	Short-Term	Editorial Assistant	G-7
	United States of America	M	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
	United States of America	M	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
	United States of America	M	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
	United States of America	F	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
	United States of America	M	6-Feb-95	5-Aug-95	When Act. Empl.	Interpreter	I-1
	United States of America	M	21-Feb-95	20-May-95	Short-Term	First Officer	P-4
	United States of America	F	6-Mar-95	28-Apr-95	Short-Term	Reviser	R-3
	United States of America	F	20-Mar-95	7-Apr-95	Short-Term	Translator	T-4
	United States of America	F	20-Mar-95	15-Sep-95	When Act. Empl.	Interpreter	I-1
	United States of America	M	28-Mar-95	11-Sep-95	When Act. Empl.	Interpreter	I-1
	United States of America	F	5-Apr-95	31-Aug-95	Short-Term	Reviser	R-3
	United States of America	M	1-May-95	31-May-95	Short-Term	Reviser	R-3
	United States of America	M	7-May-95	13-May-95	Short-Term	Verbatim Reporter	T-3
	United States of America	F	5-Jun-95	7-Jul-95	Short-Term	Translator	T-4
	United States of America	M	1-Jul-95	31-Dec-95	Fixed-Term	First Officer	P-4
	United States of America	F	19-Jul-95	18-Aug-95	Short-Term	General Services Assistant	G-6
	United States of America	M	7-Aug-95	1-Sep-95	Short-Term	Reviser	R-3
	United States of America	F	9-Aug-95	29-Aug-95	Short-Term	Editorial Clerk	G-3
	United States of America	F	28-Aug-95	15-Sep-95	Short-Term	Editor	T-3
	United States of America	M	11-Sep-95	15-Sep-95	Short-Term	Interpreter	I-1
	United States of America	M	11-Sep-95	22-Dec-95	Short-Term	Language Reference Clerk	G-7
	United States of America	M	13-Sep-95	10-Nov-95	Short-Term	Reviser	R-3
	United States of America	F	15-Sep-95	14-Dec-95	Short-Term	Language Reference Assistant	G-6
	United States of America	F	18-Sep-95	3-Nov-95	Short-Term	Reviser	R-3
	United States of America	F	18-Sep-95	15-Dec-95	Short-Term	Interpreter	I-1
	United States of America	M	18-Sep-95	15-Dec-95	Short-Term	Reviser	R-3
	United States of America	M	18-Sep-95	22-Dec-95	Short-Term	Verbatim Reporter	T-3
	United States of America	F	19-Sep-95	22-Dec-95	Short-Term	Reviser	R-3
	United States of America	M	19-Sep-95	22-Dec-95	Short-Term	Printing Press Operator	TC
	United States of America	M	25-Sep-95	13-Oct-95	Short-Term	Interpreter	I-1
	United States of America	M	25-Sep-95	22-Dec-95	Short-Term	Assembly and Binding Equipment Operator	TC
	United States of America	M	26-Sep-95	13-Oct-95	Short-Term	Interpreter	I-1
	United States of America	M	2-Oct-95	3-Nov-95	Short-Term	Reviser	R-3
	United States of America	F	2-Oct-95	8-Dec-95	Short-Term	Translator	T-4
	United States of America	F	2-Oct-95	22-Dec-95	Short-Term	Editorial Clerk	CT
	United States of America	M	2-Oct-95	22-Dec-95	Short-Term	Editorial Clerk	CT
	United States of America	M	23-Oct-95	15-Dec-95	Short-Term	Interpreter	I-1
	United States of America	M	30-Oct-95	15-Dec-95	Short-Term	Interpreter	I-1

	Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Or Grade
	United States of America	F	1-Nov-95	31-Dec-95	Short-Term	Reviser	R-3
	United States of America	F	6-Nov-95	15-Dec-95	Short-Term	Interpreter	I-1
	United States of America	F	21-Dec-95	22-Dec-95	Short-Term	Interpreter	I-1
	Uruguay	M	6-May-95	13-May-95	Short-Term	Verbatim Reporter	T-3
	Uruguay	M	29-Nov-95	22-Dec-95	Short-Term	Verbatim Reporter	T-3
Department/Office: **DM/OHRM**			***Number of engagements: 10***			***Number of retirees: 7***	
	Argentina	F	20-Mar-95	19-May-95	Short-Term	Recruitment and Placement Officer	P-3
	Argentina	F	18-Jul-95	17-Aug-95	Short-Term	Recruitment and Placement Officer	P-3
	Chile	F	14-Apr-95	09-Sep-95	Short-Term	Senior Officer	P-5
	France	F	03-Jan-95	02-Mar-95	Short-Term	Training Assistant	G-6
	France	F	01-May-95	30-Jun-95	Short-Term	Training Assistant	G-6
	France	F	27-Sep-95	31-Mar-96	Fixed-Term	Training Assistant	G-6
	Jamaica	F	03-Aug-95	23-Aug-95	Short-Term	Secretary of the Panel	P-3
	Spain	M	16-Jan-95	15-Apr-95	Short-Term	Second Officer	P-3
	United Kingdom	F	02-Aug-95	01-Oct-95	Short-Term	Recruitment and Placement Officer	P-2
	United States of America	F	11-Aug-95	13-Sep-95	Short-Term	Nurse	G-7
Departmt/Office: **DM/OPPBA**			***Number of engagements: 5***			***Number of retirees: 3***	
	Singapore	M	09-Jan-95	08-Apr-95	Short-Term	First Officer	P-4
	Singapore	M	24-May-95	23-Jul-95	Short-Term	Senior Officer	P-5
	United Kingdom	F	07-Aug-95	20-Dec-95	Fixed-Term	Accounting Assistant	G-5
	United States of America	M	29-Mar-95	28-Apr-95	Short-Term	Finance Officer	P-4
	United States of America	M	17-Jul-95	16-Nov-95	Short-Term	Finance Officer	P-4
Department/Office: **DPA**			***Number of engagements: 2***			***Number of retirees: 2***	
	Brazil	M	15-Apr-95	31-Jan-96	When Act. Empl.	Special Envoy of the Secretary-General	ASG
	United States of America	M	27-Mar-95	21-Apr-95	Short-Term	Reviser	R-3
Department/Office: **DPCSD**			***Number of engagements: 3***			***Number of retirees: 3***	
	United States of America	M	01-Jun-95	30-Jun-95	Short-Term	Senior Officer	P-5
	United States of America	F	05-Jun-95	31-Jul-95	Short-Term	Editor	T-3
	United States of America	F	19-Jun-95	31-Aug-95	Short-Term	Programme Assistant	G-6
Department/Office: **DPI**			***Number of engagements: 24***			***Number of retirees: 14***	
	Benin	M	18-Sep-95	22-Dec-95	Short-Term	Information Officer	P-4
	Canada	M	01-Aug-95	30-Sep-95	Fixed-Term	Information Officer	P-2
	France	F	17-Apr-95	12-May-95	Short-Term	Clerk-Reader	G-4
	[illegible]	F	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

	Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pa Gr
	France	F	02-Oct-95	22-Dec-95	Short-Term	Clerk-Reader	G-4
	Italy	M	21-Aug-95	24-Aug-95	Consultant	Information Officer	
	Italy	M	05-Sep-95	26-Sep-95	Consultant	Information Officer	
	United Kingdom	M	19-Sep-95	03-Nov-95	Short-Term	Press Officer	P-4
	United States of America	F	10-Jan-95	31-Mar-95	Short-Term	Librarian	P-2
	United States of America	F	16-Jan-95	03-Feb-95	Short-Term	Press Officer	P-3
	United States of America	M	24-Feb-95	17-Mar-95	Consultant	Information Officer	
	United States of America	F	01-Mar-95	17-Mar-95	Short-Term	Information Officer	P-4
	United States of America	F	10-Apr-95	05-May-95	Short-Term	Press Officer	P-3
	United States of America	F	10-Jul-95	21-Jul-95	Short-Term	Press Officer	P-3
	United States of America	F	12-Jul-95	29-Dec-95	Short-Term	Librarian	P-2
	United States of America	M	12-Sep-95	31-Oct-95	Consultant	Information Officer	
	United States of America	M	18-Sep-95	22-Dec-95	Short-Term	Documents Clerk	G-4
	United States of America	F	23-Oct-95	22-Dec-95	Short-Term	Senior Assistant to the Executive Director	P-3
	United States of America	F	06-Nov-95	22-Dec-95	Short-Term	Education Clerk	P-4
	Uruguay	M	31-May-95	31-May-95	Consultant	Information Officer	
	Uruguay	M	05-Jul-95	25-Aug-95	Consultant	Information Officer	
	Uruguay	M	28-Aug-95	30-Aug-95	Consultant	Information Officer	
	Uruguay	M	18-Sep-95	20-Sep-95	Consultant	Information Officer	
	Uruguay	M	29-Nov-95	30-Nov-95	Consultant	Information Officer	
Department/Office: **DPKO**			***Number of engagements: 3***			***Number of retirees:***	
	Italy	M	01-Mar-95	31-May-95	Fixed-Term	Radio Producer	P-4
	United States of America	F	01-Mar-95	31-May-95	Short-Term	Administrative Officer	P-3
	United States of America	M	10-Apr-95	09-Jun-95	Short-Term	Second Officer	P-3
Department/Office: **ECA**			***Number of engagements: 3***			***Number of retirees:***	
	Congo	M	22-Jan-95	03-Mar-95	Indiv. Contractor	Other	
	Congo	M	10-Dec-95	31-Dec-95	Indiv. Contractor	Other	
	Zaire	M	01-Jun-95	31-Dec-95	Indiv. Contractor	Other	
Department/Office: **ECE**			***Number of engagements: 2***			***Number of retirees:***	
	Sweden	M	01-Feb-95	01-Jul-95	Consultant	Other	
	Yugoslavia	M	01-Sep-95	31-Dec-95	Consultant	Other	
Department/Office: **ECLAC**			***Number of engagements: 42***			***Number of retirees:***	
	Argentina	M	2-Jan-95	28-Feb-95	Indiv. Contractor	General Services Assistant	
	Argentina	M	1-Mar-95	30-Apr-95	Indiv. Contractor	General Services Assistant	

Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Or Grade
Argentina	M	3-Jul-95	30-Aug-95	Indiv. Contractor	General Services Assistant	601
Argentina	M	1-Sep-95	31-Oct-95	Indiv. Contractor	General Services Assistant	601
Argentina	M	1-Nov-95	31-Dec-95	Indiv. Contractor	General Services Assistant	601
Chile	M	2-Jan-95	31-Mar-95	Consultant	Adviser	2,000
Chile	F	2-Jan-95	30-May-95	Consultant	Expert	3,900
Chile	M	2-Jan-95	30-Jun-95	Consultant	Adviser	6,000
Chile	M	2-Jan-95	30-Jun-95	Consultant	Editor	6,000
Chile	M	2-Jan-95	31-Mar-95	Indiv. Contractor	Expert	3,938
Chile	F	16-Jan-95	27-Jan-95	Indiv. Contractor	Nurse	1,305
Chile	F	23-Jan-95	24-Feb-95	Indiv. Contractor	Nurse	2,578
Chile	F	7-Feb-95	3-Mar-95	Indiv. Contractor	Editor	1,286
Chile	M	1-Mar-95	30-Apr-95	Consultant	Expert	2,000
Chile	M	16-Mar-95	31-Mar-95	Indiv. Contractor	Editor	1,000
Chile	F	20-Mar-95	24-Mar-95	Indiv. Contractor	Nurse	504
Chile	M	1-Apr-95	15-Dec-95	Consultant	Adviser	10,000
Chile	M	1-Apr-95	30-Jun-95	Indiv. Contractor	Expert	3,000
Chile	F	27-Apr-95	30-Apr-95	Indiv. Contractor	Editor	131
Chile	F	2-May-95	12-May-95	Indiv. Contractor	Secretary	608
Chile	F	28-May-95	24-Jul-95	Indiv. Contractor	Secretary	944
Chile	M	1-Jun-95	30-Jun-95	Indiv. Contractor	Clerk	1,044
Chile	M	1-Jul-95	31-Dec-95	Consultant	Adviser	6,000
Chile	M	1-Jul-95	31-Dec-95	Consultant	Editor	6,000
Chile	M	1-Jul-95	31-Dec-95	Indiv. Contractor	Expert	5,094
Chile	F	17-Jul-95	18-Jul-95	Indiv. Contractor	Clerk	145
Chile	M	7-Aug-95	6-Sep-95	Indiv. Contractor	Clerk	1,031
Chile	F	14-Aug-95	15-Sep-95	Indiv. Contractor	Expert	2,000
Chile	M	28-Aug-95	31-Aug-95	Indiv. Contractor	Editor	960
Chile	F	15-Sep-95	29-Sep-95	Indiv. Contractor	Clerk	634
Chile	M	1-Oct-95	31-Dec-95	Consultant	Expert	5,000
Chile	F	23-Oct-95	22-Nov-95	Indiv. Contractor	Editor	2,253
Ecuador	M	1-Feb-95	28-Feb-95	Consultant	Expert	2,000
Spain	M	5-Apr-95	29-Apr-95	Consultant	Expert	3,000
Spain	M	3-Nov-95	10-Nov-95	Consultant	Expert	1,000
Sweden	F	26-Jun-95	10-Nov-95	Consultant	Expert	500
Uruguay	M	1-Feb-95	28-Feb-95	Consultant	Expert	4,000
Uruguay	F	4-Apr-95	30-Apr-95	Consultant	Expert	1,975
Uruguay	M	3-May-95	23-May-95	Indiv. Contractor	Expert	2,000
Department/Office: **ESCAP**		***Number of engagements: 12***			***Number of retirees: 9***	
Australia	F	03-Mar-95	13-Mar-95	Consultant	Editor	500
[illegible]	F	[illegible]	[illegible]	Indiv. Contractor	Expert	1,500

	Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Gra
	France	F	09-Jan-95	07-Apr-95	Consultant	Language Teacher	1
	Japan	M	01-Oct-95	31-Mar-96	Indiv. Contractor	Expert	12
	Pakistan	M	10-Sep-95	31-Jul-96	Indiv. Contractor	Expert	8
	Philippines	M	27-Mar-95	26-Jun-95	Indiv. Contractor	Expert	3
	Republic of Korea	F	27-Mar-95	30-Jun-95	Indiv. Contractor	Expert	10
	Sri Lanka	M	01-Mar-95	31-May-95	Indiv. Contractor	Editor	4
	United Kingdom	F	01-Feb-95	28-Apr-95	Short-Term	Editor	P-3
	United Kingdom	M	10-Apr-95	09-May-95	Indiv. Contractor	Expert	2
	United Kingdom	M	15-Jun-95	14-Jul-95	Indiv. Contractor	Expert	1
	United Kingdom	F	17-Jul-95	15-Sep-95	Short-Term	Editor	P-3
Department/Office: **ESCWA**			***Number of engagements: 1***			***Number of retirees: 1***	
	Iraq	M	04-Jan-95	30-Sep-95	Indiv. Contractor	Adviser	6
Department/Office: **ICSC**			***Number of engagements: 2***			***Number of retirees: 2***	
	United States of America	M	15-Apr-95	30-Sep-95	Indiv. Contractor	Legal Adviser	11
	United States of America	M	05-Sep-95	30-Sep-95	Indiv. Contractor	Adviser	6
Department/Office: **ICTFY**			***Number of engagements: 3***			***Number of retirees: 1***	
	Croatia	F	1-Aug-95	4-Aug-95	Indiv. Contractor	Interpreter	
	Croatia	F	6-Sep-95	13-Sep-95	Indiv. Contractor	Interpreter	
	Croatia	F	13-Nov-95	19-Nov-95	Indiv. Contractor	Interpreter	
Department/Office: **OCHA**			***Number of engagements: 1***			***Number of retirees: 1***	
	United Kingdom	M	10-Jul-95	31-Dec-95	Indiv. Contractor	Senior Technical Adviser	20
Department/Office: **OLA**			***Number of engagements: 1***			***Number of retirees: 1***	
	Philippines	F	08-Jun-95	19-Jul-95	Short-Term	Secretary	G-4
Department/Office: **UNCTAD**			***Number of engagements: 10***			***Number of retirees: 8***	
	France	M	03-Jan-95	03-Feb-95	Indiv. Contractor	Other	8
	Germany	M	14-Jul-95	07-Aug-95	Indiv. Contractor	Other	7
	India	M	15-Jan-95	14-Apr-95	Indiv. Contractor	Other	12
	India	M	05-Jun-95	16-Jul-95	Indiv. Contractor	Other	15
	Morocco	M	17-Feb-95	15-Nov-95	Indiv. Contractor	Other	12
	United Kingdom	F	05-Apr-95	28-Apr-95	Indiv. Contractor	Other	1
	United Kingdom	M	08-Dec-95	31-Dec-95	Indiv. Contractor	Other	1
	United States of America	M	01-Jan-95	31-Dec-95	Indiv. Contractor	Other	12
	United States of America	M	25-May-95	15-Jul-95	Indiv. Contractor	Other	15
	United States of America	M	05-Nov-95	11-Nov-95	Indiv. Contractor	Other	2

	Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Or Grade
	(Unspecified)	M	20-Mar-95	19-Sep-95	Consultant	Other	11,563
	(Unspecified)	M	8-Sep-95	31-Dec-95	Consultant	Other	12,000
	(Unspecified)	M	1-Oct-95	17-Nov-95	Consultant	Other	12,000
	(Unspecified)	M	24-Oct-95	24-Nov-95	Consultant	Othe.	8,820
Department/Office: **UNOV**			***Number of engagements: 14***			***Number of retirees: 12***	
	Argentina	M	28-Apr-95	8-May-95	Consultant	Other	5,000
	Austria	M	11-Sep-95	31-Jan-96	Consultant	Other	0
	Canada	M	21-May-95	21-Sep-95	Consultant	Other	12,000
	Denmark	M	6-Mar-95	13-Mar-95	Consultant	Other	2,000
	France	M	15-Dec-95	16-Mar-96	Consultant	Other	15,700
	Japan	M	1-Sep-95	31-Dec-95	Consultant	Other	12,000
	Poland	F	28-Apr-95	8-May-95	Consultant	Other	4,000
	Poland	F	2-Sep-95	1-Oct-95	Consultant	Other	0
	United Kingdom	F	22-Jun-95	25-Jun-95	Consultant	Other	3,000
	United Kingdom	F	14-Aug-95	16-Aug-95	Consultant	Other	1,121
	United Kingdom	M	15-Dec-95	15-Feb-96	Consultant	Other	12,272
	United Kingdom	F	15-Dec-95	15-Apr-96	Consultant	Other	15,000
	United States of America	M	2-Apr-95	22-Apr-95	Consultant	Other	6,650
	United States of America	M	2-Oct-95	31-Dec-95	Consultant	Other	12,000

Total number of engagements, 1995: 351

Total number of retirees, 1995: 227